

21 March 1955

MEMORANDUM FOR: Director of Personnel

SUBJECT: Comment re Ten Ways for Improving CIA's Personnel Management

REFERENCE: Subject Memorandum dated 25 February 1955 from the Inspector General to the Director of Central Intelligence

Reference Paragraph 1.

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The Personnel Procurement Division has long recognized that its primary purpose is to serve the various components of the Agency by procuring necessary personnel. Although it is believed that this idea of service is already clearly recognized in the Division, we welcome this opportunity for further self-examination in order to determine areas in which improvement may be made.

Reference Paragraph 2.

This Division would welcome the opportunity of selecting personnel from DD/P who have the qualifications and the desire to actively recruit for the Agency. However, it is strongly felt that field recruiting experience is a prerequisite to a supervisory staff assignment.

Reference Paragraph 3.

Insofar as the Personnel Procurement Division is concerned, training of the order recommended is quite desirable.

Reference Paragraph 4.

While this recommendation is not of direct PPD, its validity is obvious.

Reference Par. 5.

This recommendation has merit and should be followed insofar as possible.

Reference Par. 6.

Though this recommendation is not directed at recruitment per se,, it has bearing. Improvement in the recruitment area is primarily dependent upon better planned and more positively described personnel utilization programs re contract employees.

Reference Par. 7.

This recommendation is somewhat contradictory and does not appear to have been subjected to practical consideration in several respects. Personnel cannot accomplish alone that which is recommended.

Reference Par. 8.

This suggests a confirmed stand that women have been unfairly dealt with in Agency employment; I was not aware of this finding. Nevertheless, an assignment of the order recommended would appear somewhat illogical relative to the breadth of the functions which would normally be the lot of a Deputy Director of Personnel. Perhaps the Inspector General is a more appropriate office for such an assignment in view of the rather singular purpose suggested.

Reference Par. 9.

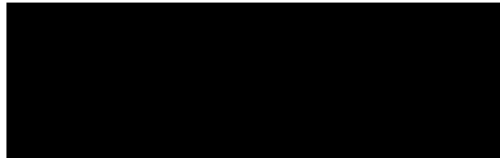
Employee Services Division might make members of its Counseling Branch available in each of the major buildings of the Agency for a specific time each month. The staff might also be expanded in order to fulfill the

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Reference Par. 10.

This Division is in hearty agreement with the philosophy that people are our most valuable asset and that impersonal references to Agency personnel are inconsistent with this philosophy.

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Chief, Personnel Procurement Division

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